

APPENDIX A - FY 2005

Component-Specific Criteria (Including Associated Recruitment and Retention Criteria for Eligibility)

The Department has determined that, pursuant to 5 CFR § 537.105, attorneys who meet the criteria identified below may qualify for the student loan repayment program. The basis of the Department's determination supporting use of the repayment incentive for retention or recruitment of in these positions includes the factors listed in Appendix B.

The final column of the chart below indicates the specific factors supporting the determination of recruitment and retention difficulty, at least one of which applies for each position, and serves as the written basis for the determination that positions in these categories qualify for the Attorney Student Loan Repayment Program for FY 2005.

Positions 1 through 9 do not apply to attorneys serving in U.S. Attorneys Offices.

#	Component and Position Description	Qualifying Criteria	Factors
1	Civil Division Commercial Litigation Branch, Intellectual Property Section(Member of, or eligibility to sit for the Patent Bar and undergraduate/advanced degree in engineering or science (including physical or biological sciences, medicine, and mathematics).	A, C, F
2	Civil Division Office of Immigration Litigation	<ul style="list-style-type: none"> Specialized litigation experience (of at least one year) before the U.S. immigration courts (other federal court experience in immigration/asylum matters may also be considered) 	C
3	Civil Division All Civil Division Branches	<ul style="list-style-type: none"> Judicial clerkship at the federal level, U.S. Supreme Court level, or State appellate court level; or Editor of law school review or journal or Graduated in the top 10% of law school class (or cumulative 3.45 GPA or graduated from law school with academic honors (e.g., cum laude). 	B, C
4	Civil Rights Division	<ul style="list-style-type: none"> Graduated in top 10% of law school class or Summa Cum Laude (or equivalent); or Judicial Law Clerk at a Federal Circuit Court (or other Federal Appellate Court), U.S. Supreme Court, or State Supreme Court; or Served as Editor of a law school law review or law journal. 	B, C
5	Federal Bureau of Prisons Retention only	<ul style="list-style-type: none"> Demonstrate expertise in the following areas: technical competence; professional delivery of client service; professionalism and teamwork; problem solving abilities; case/project management; and litigation. Specialized training and experience (e.g., on the job training in a specialized area, curriculum development and presentation). Demonstrate leadership skills (e.g., volunteer to serve on or lead a workgroup; volunteer to serve as a mentor or coach). Demonstrate commitment to public service. 	C, D, E

6	Office of Community Oriented Policing Services (COPS Office) Recruitment (incoming experienced hires)	Meets one of the following: <ul style="list-style-type: none"> graduated in top 10% of law school class or with academic honors (or equivalent); or served as editor of school's law review; AND <ul style="list-style-type: none"> demonstrated specialized legal experience of at least five years in a subject matter directly relevant to position (i.e., federal grant law or federal employment law) 	A, B, C
7	Office of Community Oriented Policing Services (COPS Office) Retention (current employee)	A minimum of five years of experience as an attorney in the COPS Office Legal Division who demonstrates, as reflected by receiving the highest level performance ratings (Outstanding prior to 2004; Excellent as of 2004): <ul style="list-style-type: none"> outstanding research, analytical, and writing skills; and persuasive written and oral communication skills; and effective workload management skills; and the ability to handle multiple complex projects at one time; and appropriate professional judgment; and expertise in applying relevant legal standards to COPS Office policies and practices 	B, C
8	Tax Division Trial Attorney	<ul style="list-style-type: none"> Specialized training or experience in complex financial litigation or prosecution Ability to handle on a first-chair basis trials involving complex financial transactions Ability to distill and explain using layman's terms, and/or using visual representations, complex transactions and their consequences Developed expertise in a combination of specific areas of the Tax Division practice (e.g., tax, litigation/prosecution and bankruptcy) Three or more years' experience as a trial attorney 	A, B, C, E, F
9	U.S. Trustee Program , Trial Attorney	Recommends special consideration be given to attorneys who received outstanding or excellent ratings and are located in high-cost areas, e.g., Boston, New York City, Houston, Detroit, Chicago, San Diego, Los Angeles, San Francisco, and Denver.	A, B, C
10	U.S. Attorneys' Offices .	Due to the variety of mission needs in USAOs nationwide, AUSAs should justify selection based on the needs of their individual district and the guidance provided in the Request for Consideration form. In past years, some USAOs have used criteria such as those listed below. These criteria are reproduced	To be determined based on justification

		<p>here as examples only and may or may not be applicable to a specific USAO. AUSAs may consider these examples, but should ensure that any criteria they select for their justification are relevant for their particular office. USAOs may have critical needs not reflected in these examples.</p> <ul style="list-style-type: none"> • Professional proficiency in a spoken and written foreign language sufficient to conduct legal business and litigate issues. • For AUSAs involved in computer crime or related specialized litigation: Masters Degree in Computer Science; or three or more years experience in computer technology as it relates to computer crime demonstrating the ability to litigate such issues as encryption, electronic privacy laws, search and seizure of computers, e-commerce, hacker investigations, infrastructure protection, emerging technologies, online investigations, online forensic techniques, and similar matters. • For AUSAs assigned to financial crime or related specialized litigation: Masters Degree in Accounting, Auditing, or Finance, or three or more years experience prosecuting finance-related crime, • For AUSAs assigned to counter-terrorism duties: 3 or more years experience in intelligence analysis, counter-terrorism investigation; or demonstrated ability to litigate issues involving terrorism • Assignment to Guam, Northern Mariana Islands, Puerto Rico, Virgin Islands 	
--	--	---	--